SERVICE REQUEST 17422
PPS Changes: UAW Dues Status Retention
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Overview

Effective June 1, 2000, the University of California and the United Auto Workers entered into an agreement allowing the UAW to represent the Academic Student Employee Unit (BX) in bargaining agreements. As it is the nature of the positions in the Academic Student Employee Unit to experience breaks between appointments of a quarter or more which would cause a de-enrollment of dues activity in the Personnel Payroll System (PPS), UAW has requested that the University systematically prevent that from occurring until an employee is truly separated. A program is required to prevent cancellation of BX dues deductions despite a break in service.

Current Process

Currently, the Payroll Personnel System (PPS) eliminates dues deduction information when an employee is explicitly separated or has no pay activity over a period of four consecutive months and is, thus, separated via the I-4 process. If and when the employee again becomes eligible for dues deduction, he or she must complete a new dues deduction authorization form and resume their dues payer status.

One unit, Non-Senate Instructional (IX) represented by AFT won an arbitration decision in 1993, which resulted in a modification to the PPS (Release 734) which enabled automatic storage of UC-AFT dues data for an employee at the time of separation, either through explicit separation or an I-4 automatic separation. If the employee is rehired by the University, at the same campus, within a 61 month period of the separation action, the system will attempt to re-activate the AFT-Unit dues. If the employee is rehired with a current or future appointment with the Title Unit Code of “IX”, the dues will be re-instated and the following system message will be issued:

“REHIRED EMPLOYEE HAS HAD AFT DUES RE-INSTATED”

If the employee does not have a current or future appointment with the Title Unit Code of “IX”, dues will not be re-instated and this message will be issued:

“REHIRED EMPLOYEE HAS HAD AFT DUES DISCONTINUED”

Both of these messages are routed by hiring units to Labor Relations for review.

Within the normal processing of the Payroll Personnel System, employees are purged from the database if they have no payroll activity for 13 months. This process was modified for the AFT-Unit 18 dues paying employees, who are not purged if they hold a stored dues record.
Proposed Process

The process that enables dues maintenance for those in AFT-Unit 18 (GTN 163) should be modified and expanded to enable the same processes for those making dues deduction in the Academic Student Employee Unit (GTN 377), but change the break criteria from 25 months to 61 months.

- On an interim basis apply the IX unit programming logic and message text to the BX population (or accommodate both populations) as feasible.
- As programming support becomes available, alter criteria to meet 61-month request.